

OGC HAS REVIEWED.

9 October 1953

MEMORANDUM FOR: Chairman, CIA Career Service Board

SUBJECT: Final Report of the Legislative Task Force

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1. As a result of your meeting with the members of this group on 24 July 1953 there was submitted a preliminary report, dated 13 August 1953. On 20 August 1953 the Career Service Board met and considered that report, offering general policy guidance for further deliberations of this Task Force.

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2. The Task Force has not considered further legislative proposals relating to Missing Persons Act, Home Leave Benefits, and Exemption of CIA from the Performance Rating Act since the Career Service Board has requested the Office of the General Counsel to take appropriate action on these items. In the event a package bill results from this report, it is believed some, or all, of the items probably could be included in such a package bill.

a. No further action or consideration has been given by the Task Force to the subjects listed below on the premise that legislative action is either undesirable or unnecessary.

(1) Additional medical benefits for employees (except for TDY situations and extension of "abroad" concept).

(2) Pay scales and classification.

(3) Dual compensation.

(4) Incentive Awards.

(5) Selection of Supervisors.

(6) Personnel Evaluation.

(7) Hardship Benefits (except for consideration of unhealthful posts for retirement purposes).

(8) Personal hardships.

b. In connection with insurance, this group took no further action in view of the deliberations of the Insurance Task Force which is studying the over-all problem of insurance within CIA. It is believed that certain of the matters with which the Insurance Task Force must be concerned are related to certain of the subjects covered in this report. For example:

1. Report, c & d.

2. a & b

3. f & g

4. e & h

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We believe the question of commercial insurance policies being voided as a result of performing assigned duties for CIA should be given careful study to eliminate any possible inequities.

3. In order to assure the maximum results from our discussions, it would have been preferable that your Task Force start from an agreed upon concept of the framework of a career service. This did not prove possible. Although there was complete agreement that personnel of superior quality are essential for the effective performance of the CIA mission, and that an effective career service program should contribute greatly to this end, we did not reach complete agreement on a statement of the concept of career service. One group preferred to adopt the concept stated in the Task Force's preliminary report, and presented to the Career Service Board on 20 August, namely:

"The career service is a group of dedicated people, carefully selected and extensively trained, who accept an obligation to devote themselves permanently to the needs of the intelligence service of the U. S. Government in return for which they would receive the satisfaction of a job well done and such emoluments and benefits as are appropriate to such a service including the expectancy of a permanent career in CIA."

25X1A The other group preferred for the present to rest on the concept expressed in [redacted] of a Career Service Program that

"identifies, develops, uses, and effectively rewards individuals who have the skills required by the Agency; motivates them toward rendering maximum service to the Agency; and eliminates from the service, in an equitable manner, those who in spite of the Program fail to perform as effective members of the Agency. The Career Service Program includes all career employees (staff employees and staff agents) of the Agency whether on duty in headquarters or in the field"

4. The attached tabs contain the details of the specific recommendations made by this Group. However, a summary may assist in seeing the over-all framework.

a. We recommend limited medical benefits for dependents of CIA employees abroad. Included in that recommendation is the extension of employee benefits to personnel who are temporarily assigned abroad and also broadening the concept of "abroad" to include territories and possessions. Legislation is essential to effect this recommendation.
(Tab A)

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b. The Task Force recommends a death gratuity to all CIA employees in the event of death in the amount of \$1,000. This would be over and above any other death benefits and is justified on the general basis of applicable security considerations which, in many cases, cause considerable delays in processing death cases. Legislation is essential in this case. (Tab B)

c. An allowance is recommended to assist CIA employees abroad in securing education for dependent children on a standard generally equal to education in Washington, D. C. Legislation is required to put this benefit into effect. (Tab C) OK

d. The Task Force recommends adjustments to the Civil Service Retirement Act to liberalize both age and years of service standards. These provisions utilize overseas service as a measuring stick and are somewhat less liberal than the Foreign Service or the accelerated retirement application to investigatory personnel. Only if an individual stayed abroad for a full 20 years and was fifty years of age, would the benefits be equal to the Foreign Service. Legislation is required. (Tab D) OK

e. The Task Force recommends that there be established a civilian Personnel Reserve Program for CIA. The establishment of such a program as such does not require legislation. We recommend that we secure legislative provision for reinstatement rights for such Reserve Personnel who are brought on duty where those individuals are employed in other Government agencies. This is similar to the provisions relating to Foreign Service Reserve personnel. Legislation is required for this and it is believed desirable that the legislation relating to this provide generally that under such regulations as the DCI may prescribe there shall be a Reserve Program. (Tab E)

f. The Task Force also recommends adoption by the Agency of a clear-cut policy on the obligations which should be assumed by Career employees. In a package bill the group recommends recognition of such a concept which requires that CIA people assume obligations which are more burdensome than those applying in the average Government agency. There is some belief that certain fundamental obligations stated in a general statement should appear in such a package bill. In any event, a clear-cut policy should be adopted and applied to all Career employees. (Tab F)

g. In the field of job security, tenure, and separation, the Task Force recommends no attempt be made at this time to secure additional legislation. Aside from the Veterans Preference Act, the Agency is free to establish administrative procedures in these fields and legislation would tend to restrict that freedom. (Tab G)

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h. It is recommended that the matter of legislative reference to any organization and structure of the Agency be deferred for consideration by the CIA Career Service Board when the Office of the General Counsel presents a package bill incorporating the previous specific recommendations. In general this Task Force does recommend that only very general reference, if any, be made in regard to the organization and structure of CIA and that there not be established legislatively a Career Service as an entity separate and distinct from CIA itself.
(Tab H)

5. In the time allotted to the Task Force certain of these subjects have not received the exhaustive treatment warranted, nor have all possible sources of information been reached. As an example, in the field of retirement there has been established in the Executive Office of the President, a top-level committee to consider the over-all Government program. That committee has not made public any of its findings and it is not known in what direction their recommendation will tend. Further, it is known that the Bureau of the Budget has been working for some time on legislation relating to "Career Overseas Employees." Certain of their deliberations touch on subjects considered by the Task Force. Specifically, the Bureau of the Budget is considering legislation relating to educational allowances for dependent children. In view of the above and based on other considerations, this Task Force suggests that no effort be made at this time to secure any legislation other than the three items which have already been referred to the Office of the General Counsel for action. The other considerations include the fact that none of the items recommended can be considered urgent nor will the lack of action on them seriously hamper Agency functions. Another consideration is the fact that certain portions of this report and some of the various recommendations cannot be considered a unanimous view of the Task Force, nor do they completely and accurately reflect the views of all Agency components. Consequently, they do not have wholehearted Agency support. It is suggested that more time allotted to this problem would be well spent and could probably present to the DCI a more unified approach. Further, the matter of appropriate timing for presentation of any of this legislation should be given very careful consideration and this group feels that it should not make recommendations with respect to timing.

6. In view of the above the following specific recommendations for action are made:

- a. That the CIA Career Service Board approve the recommendations relating to medical benefits and secure DCI approval. Any legislative action should be a part of a general legislative program for CIA.
- b. That the CIA Career Service Board approve the recommendations relating to death gratuity and secure DCI approval. Any legislative action should be a part of a general legislative program for CIA.

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c. That the CIA Career Service Board approve in principle the recommendations relating to educational allowances and secure DCI approval. Any legislative action should be a part of a general legislative program for CIA. The Office of the General Counsel should be requested to follow legislative proposals being studied in the Bureau of the Budget and report to the CIA Career Service Board any developments which would indicate desirability of a different approach on this problem.

d. That the CIA Career Service Board approve in principle the recommendations relating to retirement benefits and secure DCI approval. Any legislative action should be a part of a general legislative program for CIA. Prior to any action outside CIA, full information on the deliberations of the Kaplan Committee, or any other Congressional bodies studying the retirement system, should be secured and recommendations made to the CIA Career Service Board as to whether such deliberations would indicate desirability of changing the present recommendation. The Assistant Director (Personnel) should be assigned responsibility for developing this information and reporting to the Board.

e. That the CIA Career Service Board approve the recommendations relating to a Reserve Program and secure DCI approval. Any legislative action should be a part of a general legislative program for CIA.

f. In view of the differing views on what obligations a Career employee should accept and what those obligations should be, it is recommended that there be considered by the CIA Career Service Board the basic policy question and recommend to the Director a clear-cut policy in this regard. Subsequent to adoption of such a policy, further consideration should be given to the desirability of including any portion of such a policy in a package bill incorporating the specific items covered by this report.

g. In view of the complexity of the separate problems involved in this item which includes job security, tenure, and separation, the Task Force recommends that no legislative action be taken at this time. It is recommended that the Deputy Director (Administration) develop appropriate procedures for reduction in force and accept responsibility for presenting future studies on the subject of this paper as may seem necessary, reporting such action to the CIA Career Service Board on or about 1 January 1954.

h. In view of the general recommendation that no legislation be sought immediately, no action is recommended on the subject of organization and structure other than the Office of the General Counsel being requested to consider the Task Force's recommendations in connection with the preparation of a package bill for approval of the CIA Career Service Board.

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7. The Task Force wishes to acknowledge the cooperation and extensive assistance supplied by various individuals and components of the Agency. The membership of the Task Force itself is reflected in the signatures below:



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